



**2nd Annual Conference
Painless, Pro-active
Performance Strategies**

Agenda

*State Human Resources Division Conference
October 5th and 6th, 2011, Gateway Center, Helena, MT.*

Wednesday, October 5

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| 7:30 – 8:30 | Registration and Continental Breakfast |
| 8:30 – 8:45 | Welcome & Opening Remarks |
| 8:45 – 10:00 | Task Force Performance Initiatives Panel Discussion
Tim Burton, Justice; Tom Livers, Environmental Quality; Alan Peura, Revenue; Dore Schwinden, Commerce |
| 10:00 – 10:30 | Break |
| 10:30 – 11:00 | Task Force Performance Initiatives Panel Discussion (Continued) |
| 11:00 – 12:00 | Managing Public Employee Performance Painlessly
Keynote: Marnie Green, Management Education Group, Inc |
| 12:00 – 1:00 | Lunch |
| 1:00 – 2:30 | Managing Public Employee Performance Painlessly (Continued) |
| 2:30 – 3:00 | Break |
| 3:00 – 4:00 | Managing Public Employee Performance Painlessly (Continued) |
| 4:00 – 6:00 | Reception at Gateway Center
Hors d'oeuvres & music by John Moore & Friends |

Thursday, October 6

7:30 – 8:30	Breakfast
8:30 – 10:00	First Round of Breakout Sessions*
10:00 – 10:30	Break
10:30 – 12:00	Second Round of Breakout Sessions*
12:00 – 1:00	Lunch
1:00 – 3:00	More Myth Busting: Performance Management Myth Busters Marnie Green, Management Education Group, Inc; Julie Benson-Rosston, The Collaboration Institute; Gary Hattal & Joel Schaffer, Federal Mediation and Conciliation Services
3:00	Closing Remarks

*Attendees will be assigned to two of the following breakout sessions based on preferences they selected when registering. We cannot guarantee attendees will be assigned to their top two choices, but will make every effort to do so. Attendees will receive breakout assignments on the first morning of the conference.

- **Breakout Session 1: Are your Performance Goals SMAART?**
Marnie Green, Management Education Group, Inc
- **Breakout Session 2: Dealing with Challenging Situations**
Julie Benson-Rosston, The Collaboration Institute
- **Breakout Session 3: Keeping Your Top Performers in the Game**
Joel Schaffer, Federal Mediation and Conciliation Services
- **Breakout Session 4: Collaborating to Manage Performance in a Unionized Environment**
Gary Hattal, Federal Mediation and Conciliation Services